

The Special Emphasis Portfolio Team’s annual theme for 2021 is **Allyship**. Allies for the Native American community can play a critical role in stopping and even preventing discrimination to ensure that the workplace is a safer place for all individuals.

Celebrate the triumphs of Native Americans today.¹

Advocate for the protection of sacred sites.

Ensure the voices of Native Americans are amplified.

Seek to learn more than what you were taught in school.²

Do not claim to represent Native American culture.

Support local tribes and learn what their needs are.

Take time to learn about Native American history.

Don’t be afraid to ask questions.

HOW TO BE AN
ALLY
THIS NOVEMBER

Celebrate Native American culture in a respectful way.

Refrain from cultural appropriation.

Use your privilege to help others.

Speak out against injustice.

Know when to speak less and listen more.

Support organizations advocating for Native American communities.³

Keep the conversation going.⁴

Insist on diverse candidates at work.⁵

^{1,2,3,4} <https://visionmakermedia.org/ally-for-native-voices/> | ⁵ <https://hbr.org/2020/11/be-a-better-ally>